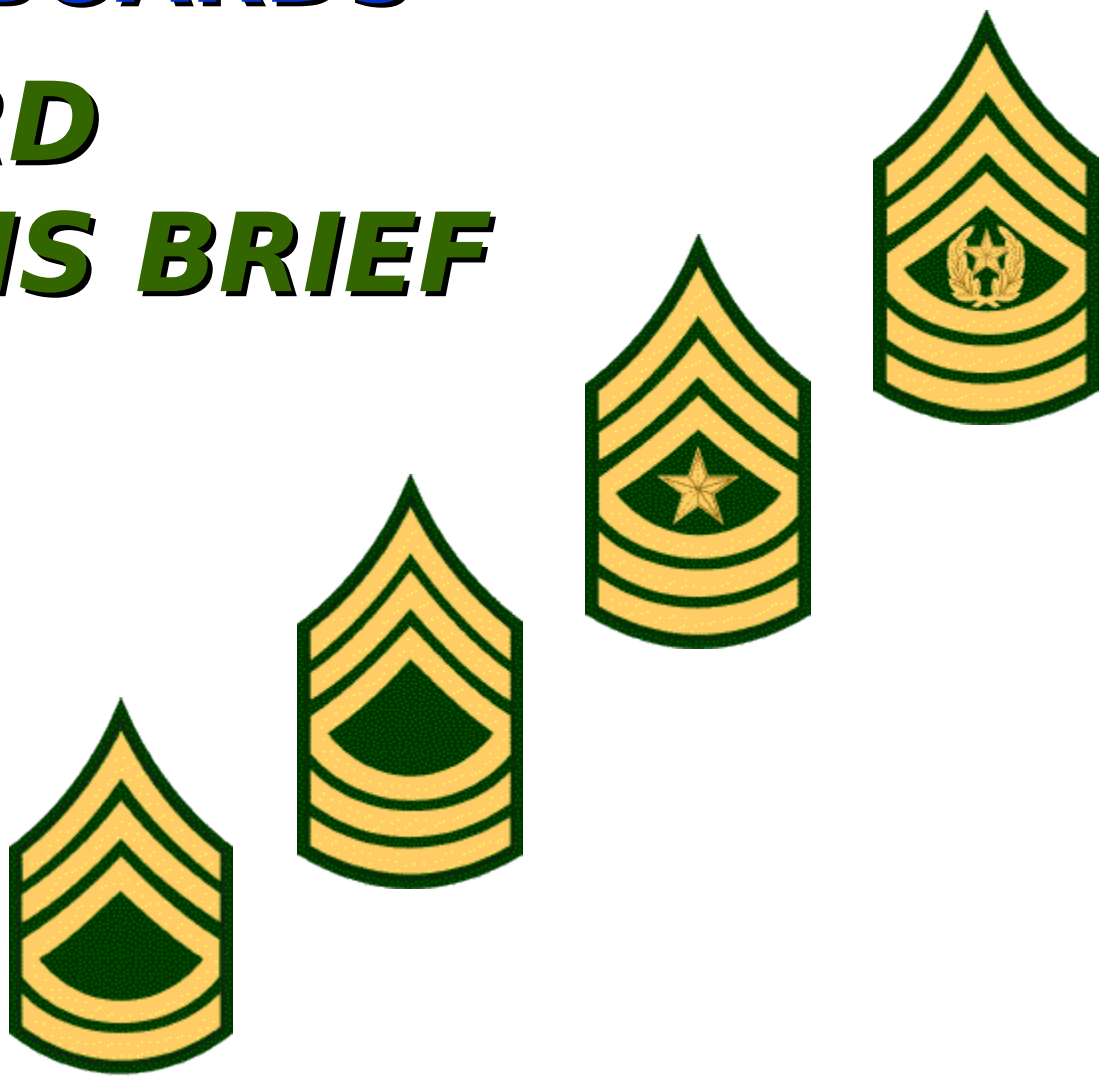
SENIOR ENLISTED SELECTION BOARDS

BOARD OPERATIONS BRIEF



PURPOSE

To provide a process overview on the

ARMY'S

Senior Enlisted Selection Board

CENTRALIZED ENLISTED BOARDS

- Selection missions
  - **SFC**, **MSG**, and **SGM** promotion
  - **CSM** appointment
- Schooling selections
  - ANCOC (automatic w/ SFC selection)
  - SMC (in conjunction w/ SGM board)
- Additional missions
  - Qualitative Management Program (**QMP**)
  - Standby Advisory Boards (**STAB**)

BOARD PROFILES

BOARD	RECORDS	PANELS	MEMBERS	DAYS
CSM / SGM / SMC	10,000	12	61	23
MSG	22,000	11	66	25
SFC	33,000	11	66	27

BOARD MISSIONS

- Select the BEST QUALIFIED NCO for promotion, appointment, or schooling
- Conduct QMP screening
- Conduct final QMP board
- Conduct QMP Appeals board
- Conduct Standby Advisory Board (STAB)

MISSION PHASES

PHASE 1

- PANEL TRAINING
- SET STANDARDS
- RECORD VOTE
- QMP SCREEN

PHASE 2

- OML GREY ZONE VOTING
- IDENTIFY SELECTS

PHASE 3

- CONDUCT STABs
- FINAL QMP
- QMP APPEALS

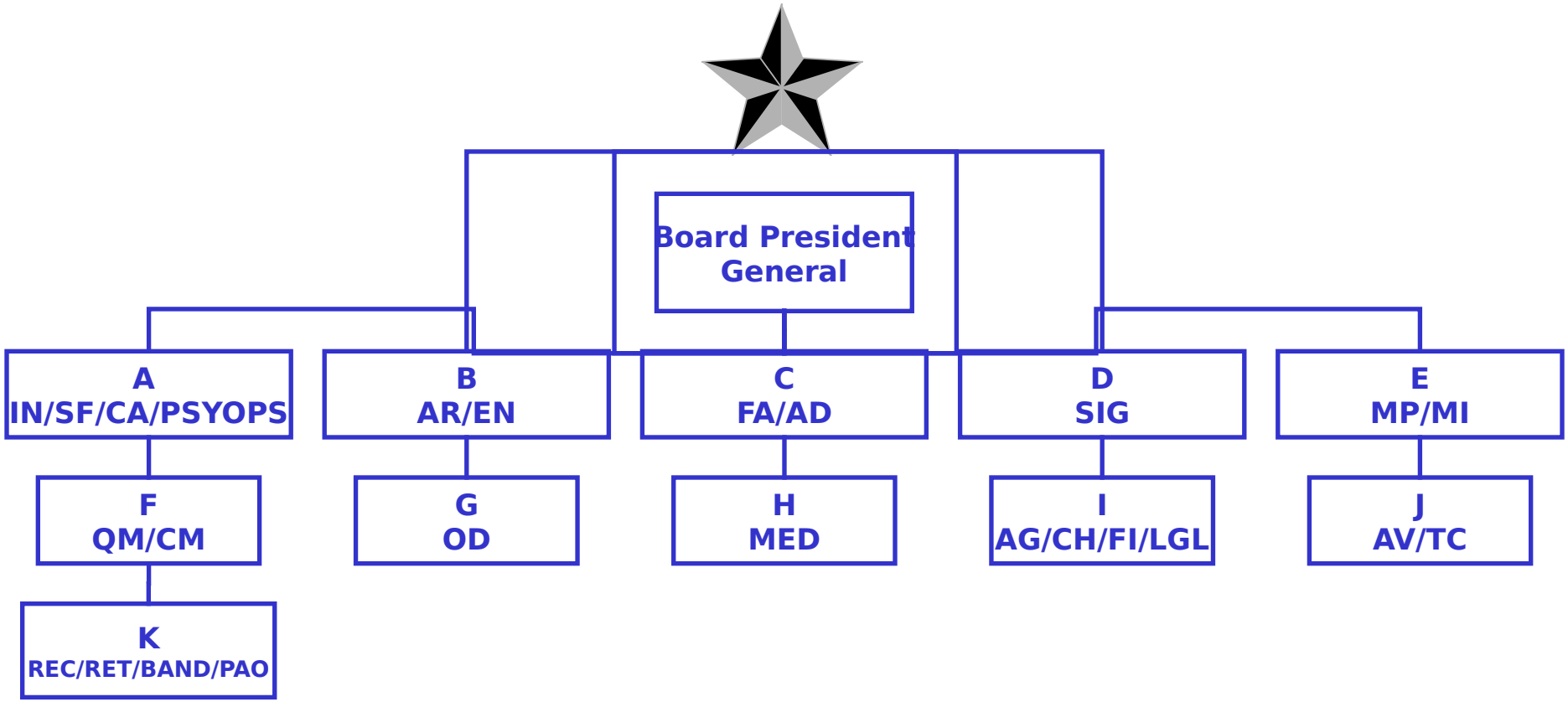
PHASE 4

- REVIEW AND ANALYSIS
- AFTER ACTIONS REPORT
- OUTBRIEF DMPM

BOARD GUIDANCE

- HQDA Memorandum of Instruction (MOI)
- EREC Board Operating Procedures (BOP)
- Briefings: Board Ops, NCOER, Records Brief
- Proponent information packets
- Army Regulations

BOARD ORGANIZATION

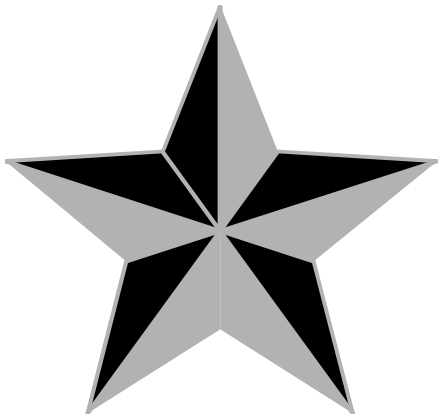


BOARD WORKLOAD

PANEL	# MEMBERS	# RECORDS	# PER DAY W/3 VOTES	# DAYS
A (IN/SF/CA/PSYOP)	8	3527	320	12
B (AR/EN)	6	1722	240	8
C (FA/AD)	5	1667	200	9
D (SC)	5	1638	200	9
E (MI/MP)	6	1856	240	8
F (QM/CM)	8	2679	320	9
G (OD)	7	2273	280	9
H (MC)	4	1283	160	9
I (AG/CH/FI/LGL)	6	1904	240	8
J (AV/TC)	5	1647	200	9
K (PA/REC/RET/BAND)	5	1628	200	9

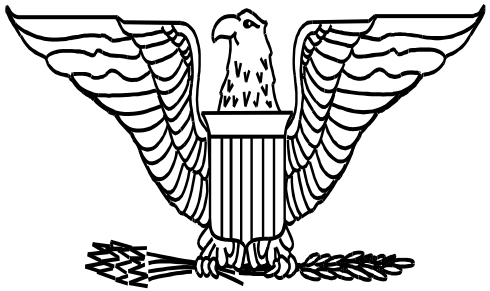
BOARD PRESIDENT DUTIES

- Ensure compliance with MOI & BOP
- Provide guidance
  - Standards
  - Conduct
  - Tone
- Approve panel standards
- Compile Board RA and AARs
- Outbrief DMPM



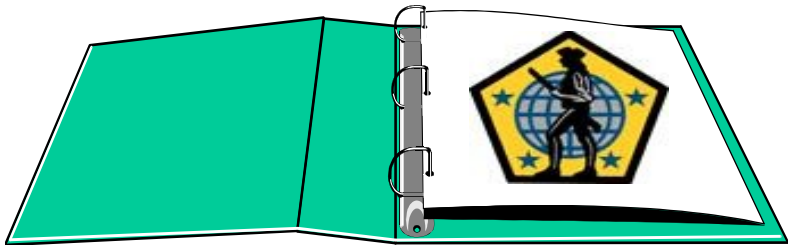
PANEL CHIEF DUTIES

- Voting member
- Ensure panel standards are IAW MOI & BOP
- Vote/Score authority
- Verify OMLs and selects
- Prepare R&As for each CMF
- Provide AAR input
- Ensure compliance with work schedule



INDIVIDUAL BOARD RECORD

- Official Military Personnel File (Performance Data)
- Enlisted Record Brief (ERB)
- Official DA Photo



- Data Summary of all Evaluations
- Correspondence to the Board President

T – Assignment Information

ent Combat Duty

Date	CT	MO	TS	TT
16	KS	12	3	S
122	CU	6	1	O

#S - 1
#L - 0

	#	M
C	0	0
O	1	6
R	1	12

TOT: 18

ell Time xxxxx
s xxxxx

DEROS

DROS 19980202

ts Arrived OS xxxxx

25B	SQI	0
88M	PDSI/YRMO	xxxxx
xxxxx	ASI	00

Elig Dt xxxxx
ts/YRMO xxxxx
Points/YRM xxxxx
xxxxx Prom Select Dt xxxxx
xxxxx

est # / Dt xxxxx

LEC	xx	FOOD	xx	TECH	xx
A	xx	COMMO	xx		
ECH	xx	MAINT	xx		

n Reason xxxxx
xxxxx

Flag Start Dt	Flag Expiration Dt
xxxxx	xxxxx

SECTION II – Security Data

PSI Status xxxxx Fld Det PS Stat xxxxx
PSI Invest INIT xxxxx
PSI Invest Compl xxxxx

SECTION V – Foreign Language

Language	Read	Listen	Speak

DLAB

SECTION VI – Military Education

MEL/MES BNCOC/GRADUATED

Course	Year
SYS ADM/NTWK MGR SCTY	2003
BASIC NCO CRS (BNCOC)	2003
INFO ASSURANCE CRT PRG	2002
SUPPORT OP CRS PHASE I	2000
MANAGER DEV CRS	2000
DEFENSE REUTILIZ MKT	2000
SUPERVISOR DEV	2000
ACTION OFCR DEVPT CRS	2000
DEF DIST MGT CRS	2000
PROTEC SEC & CONF DOCS	2000
COMBAT LIFE SAVERS CRS	1997
PRIMARY LDRSHP DEV CRS	1997

Correspondence Courses
Total # of Hours 626

SECTION III – Service Data

BASD	19941023	PEBD	xxxxx	BESD	xxxxx
ETS	xxxxx	DIEMS	xxxxx	Reenl Elig/Prohil	xx
# Days Lost		AGCM Dt	xxxxx	AGCM Elig Dt	xxxxx

	PVT	PV2	PFC	SPC - CPL
DOR		19920308	19931103	19941202
	SGT	SSG	SFC	MSG - 1SG
DOR	19971001	20000401		
DOR	SGM - CSM			

SECTION VII – CIVILIAN Education

Level Completed 3 YR COLL Yr 1999
DESG 60 OR MORE SEM HRS COL CRED
Institution xxxxx Yr xxxxx
Discipline
Institution xxxxx Yr xxxxx
Discipline
Number Of Semester Hours Completed 111

Technical Certification

Course Name	Dt Certified	Dt Expires

SECTION VIII – Awards and Decorations

MSM	1
ARCOM	3
AAM	10
JMUA	1
CGMUC	1
AGCM	3
NDSM	2
KDSM	1
HSM	1
NOPDR	2
ASR	1
OSR	1
CGSOR	1
MOVSM	1
GWTSM	1
DRV/MECH	1

SECTION IV – Personal/F

Date of Birth 19730720 Birthpl
Country of Citz xxxxx Sex/Ra xxx
No of Dependent Adults/Children xxxxx Religio xxx
Marital Status xxxxx Spouse
PULHES 111111 Height
EFMP Dt xxxxx #Cmd
Physical Category xxxxx APFT P xxx
Last Physical Exam 20040602 MMRB F
Home of Record xxxxx
Mailing Address xxxxx
Mil Spouse SSN/MPC xxxxx
Svc Comp / DoD xxxxx
Emergency Data Verified Date x

SECTION X - Rema

HIV YRMO xxxxx
RGMT AFL xxxxx
Date Last Photo xxxxx

Date of Last PCS xxxxx

SECTION IX – Assignment Information

Date of Last NCOER xxxxx

M	MO	UNIT NO	ORGANIZATION	STATION	LOC	COMD	DUTY TITLE	DMOS	ASI	LANG
003		W6ED41	ISA EREC	INDIANAPO	x	MP	NCOIC SOFTWARE BR	25B4O	00	
201	8	W6ED41	ISA EREC	INDIANAPO	x	MP	NCOIC SOFTWARE BRANCH	25B4O	00	YY
020	3	W6ED41	ISA EREC	INDIANAPO	x	MP	INFO SYS SUPV	25B4O	00	YY
002	12	W6ED41	ISA EREC	INDIANAPO	x	MP	SR INFO SYS MGR	74B3O	00	YY
004	12		AUTOMATION EREC	INDIANPLS	x	MP	INFO SYS SUPV	74B3O	00	YY
601	40		HHC 7TH ID	FT CARSON	x	FC	COM GENERAL'S DRIVER	88M3O	00	YY
203	16		2ND TRANS CO	FT CARSON	x	FC	HVY WHL VEH OPR	88M2O	00	YY
801	6		728TH MP BN HHD	KOREA	x	P8	DETACHMENT/TRNG NCO	95B2O	00	YY
123	6		728TH MP BN HHD	KOREA	x	P8	VEHICLE DRIVER	88M1O	00	YY
415	9		704TH MSB AUG TEAM	FT CARSON	x	FC	MOTOR TRANSPORT OPR	88M1O	00	YY
313	13		B CO 704TH MSB	FT CARSON	x	FC	MOTOR TRANSPORT OP	88M1O	00	YY

Board ID:
SSN:
Name:
Panel / Block:
EXIT

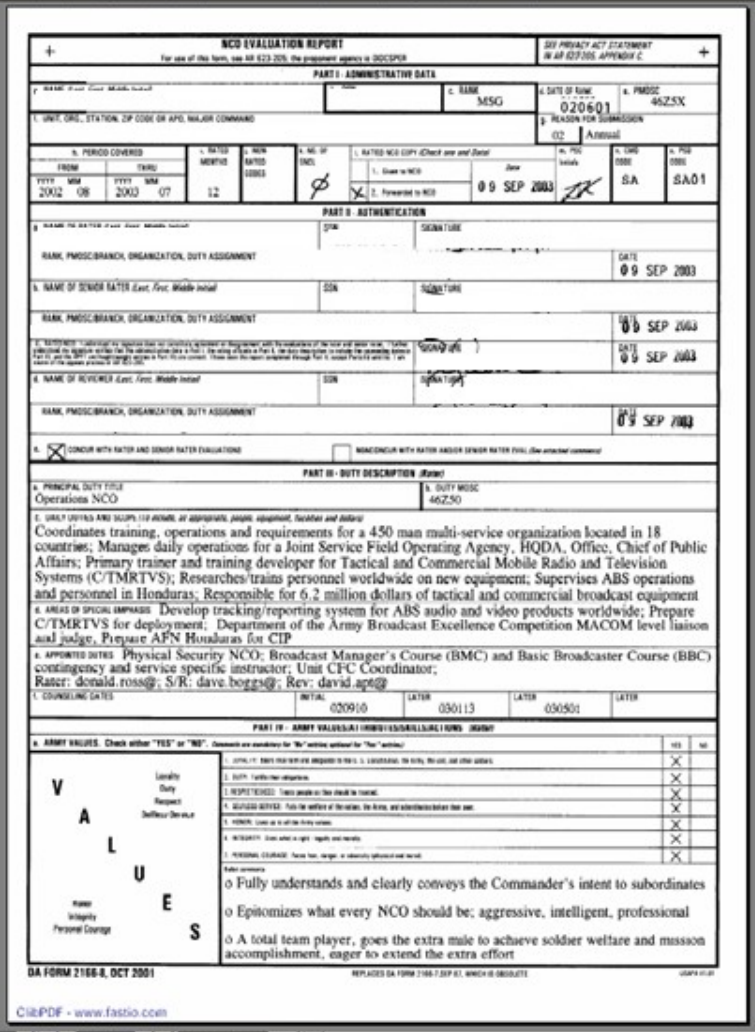
SOLDIERS eFILE

- CITATION 28-MAY-99
- FGN_DEC 14-APR-97
- CITATION 23-JAN-97
- AWD_DOC 13-DEC-96
- CITATION 04-DEC-96
- CITATION 30-JUN-96
- AWD_DOC 13-APR-96
- CITATION 05-OCT-95
- CITATION 28-SEP-95
- CITATION 15-MAR-95
- CITATION 18-JUL-94
- CITATION 25-APR-94
- CITATION 08-OCT-93
- FGN_DEC 30-JUL-93
- CITATION 02-APR-93
- CITATON 26-MAR-93
- CERTIFICATES
- AWARD ORDERS
  - AWD_ORD 12-DEC-02
  - AWD_ORD 21-NOV-99
  - AWD_ORD 14-MAR-97
  - AWD_ORD 19-DEC-96
  - AWD_ORD 03-SEP-96
  - AWD_ORD 05-JUN-95
  - AWD_ORD 05-JUN-95
  - AWD_ORD 03-AUG-93
  - AWD_ORD 19-OCT-90
  - AWD_ORD 08-SEP-89
- MISCELLANEOUS

Collapse Tree

** VOTE **

Submit Inquiry



NCO EVALUATION REPORT

For use of this form, see AR 623-205; the proponent agency is DCSPER

DOI PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C

PART I - ADMINISTRATIVE DATA

c. RANK: MSG
d. DATE OF RANK: 020601
e. PMOS: 46Z5X
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND
g. REASON FOR SUBMISSION: 02 Annual

h. PERIOD COVERED FROM YYYY MM	THRU YYYY MM	i. RATED MONTHS	j. NON RATED SERIES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)	m. PSG Initials	n. CMD CODE	o. POI CODE
2002 08	2003 07	12		Ø	X 2. Forwarded to NCO 09 SEP 2003		SA	SA01

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial) | SSN | SIGNATURE | DATE
RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT: 09 SEP 2003

b. NAME OF SENIOR RATER (Last, First, Middle Initial) | SSN | SIGNATURE | DATE
RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT: 09 SEP 2003

c. SIGNATURE OF NCO | DATE: 09 SEP 2003

d. NAME OF REVIEWER (Last, First, Middle Initial) | SSN | SIGNATURE | DATE
RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT: 09 SEP 2003

e. X CONCUR WITH RATER AND SENIOR RATER EVALUATIONS ☐ NONCONCUR WITH RATER AND/OR SENIOR RATER (See attached comments)

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE: Operations NCO
b. DUTY MOSC: 46Z50

c. UNIT DUTIES AND SCOPE (List authority, as appropriate, people, equipment, facilities and dollars):
Coordinates training, operations and requirements for a 450 man multi-service organization located in 18 countries; Manages daily operations for a Joint Service Field Operating Agency, HQDA, Office, Chief of Public Affairs; Primary trainer and training developer for Tactical and Commercial Mobile Radio and Television Systems (C/TMRTVS); Researches/trains personnel worldwide on new equipment; Supervises ABS operations and personnel in Honduras; Responsible for 6.2 million dollars of tactical and commercial broadcast equipment

d. AREAS OF SPECIAL EMPHASIS: Develop tracking/reporting system for ABS audio and video products worldwide; Prepare C/TMRTVS for deployment; Department of the Army Broadcast Excellence Competition MACOM level liaison and judge; Prepare AFN Honduras for CIP

e. APPOINTED DUTIES: Physical Security NCO; Broadcast Manager's Course (BMC) and Basic Broadcaster Course (BBC) contingency and service specific instructor; Unit CFC Coordinator;
Rater: donald.ross@; S/R: dave.boggs@; Rev: david.apt@

f. COUNSELING DATES: INITIAL 020910 | LATER 030113 | LATER 030501 | LATER

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)

a. ARMY VALUES. Check either "YES" or "NO". Comments are mandatory for "No" entries (optional for "Yes" entries):

	YES	NO
(1) LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.	X	
(2) DUTY: Fulfills obligations.	X	
(3) RESPECT: Treats people as they should be treated.	X	
(4) SELFLESS SERVICE: Puts the welfare of the nation, the Army, and subordinates before self.	X	
(5) HONOR: Lives up to all the Army values.	X	
(6) INTEGRITY: Does what is right - legally and morally.	X	
(7) PERSONAL COURAGE: Faces fear, danger, or adversity (physical or moral).	X	

VALUES: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, Personal Courage

Rater comments:
- Fully understands and clearly conveys the Commander's intent to subordinates
- Epitomizes what every NCO should be; aggressive, intelligent, professional
- A total team player, goes the extra mile to achieve soldier welfare and mission accomplishment, eager to extend the extra effort

DA FORM 2166-8, OCT 2001 | REPLACES DA FORM 2166-7, SEP 87, WHICH IS OBSOLETE

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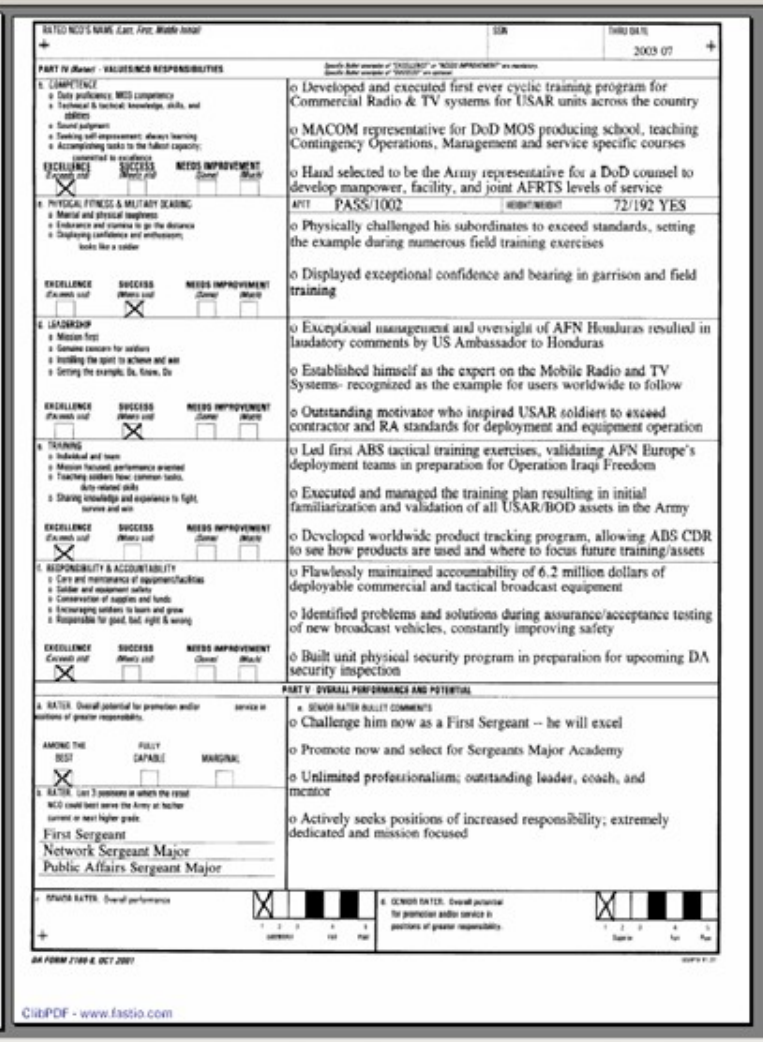

RATED NCO'S NAME (Last, First, Middle Initial) | SSN | THRU DATE: 2003 07

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

	EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Many)
a. COMPETENCE • Duty proficiency, MOS competency • Technical & tactical knowledge, skills, and abilities • Sound judgment • Seeking self-improvement; always learning • Accomplishing tasks to the fullest capacity; committed to excellence	X			
b. PHYSICAL FITNESS & MILITARY BEARING • Martial and physical toughness • Endurance and stamina to go the distance • Displaying confidence and enthusiasm; looks like a soldier		X		
c. LEADERSHIP • Mission first • Genuine concern for soldiers • Instilling the spirit to achieve and win • Setting the example; Do, Know, Be		X		
d. TRAINING • Individual and team • Mission focused; performance oriented • Teaching soldiers how; common tasks, duty-related skills • Sharing knowledge and experience to fight, survive and win	X			
e. RESPONSIBILITY & ACCOUNTABILITY • Care and maintenance of equipment/facilities • Soldier and equipment safety • Conservation of supplies and funds • Encouraging soldiers to learn and grow • Responsible for good, bad, right & wrong	X			

APFT: PASS/1002 | HEIGHT/WEIGHT: 72/192 YES

- Developed and executed first ever cyclic training program for Commercial Radio & TV systems for USAR units across the country
- MACOM representative for DoD MOS producing school, teaching Contingency Operations, Management and service specific courses
- Hand selected to be the Army representative for a DoD counsel to develop manpower, facility, and joint AFRTS levels of service
- Physically challenged his subordinates to exceed standards, setting the example during numerous field training exercises
- Displayed exceptional confidence and bearing in garrison and field training
- Exceptional management and oversight of AFN Honduras resulted in laudatory comments by US Ambassador to Honduras
- Established himself as the expert on the Mobile Radio and TV Systems- recognized as the example for users worldwide to follow
- Outstanding motivator who inspired USAR soldiers to exceed contractor and RA standards for deployment and equipment operation
- Led first ABS tactical training exercises, validating AFN Europe's deployment teams in preparation for Operation Iraqi Freedom
- Executed and managed the training plan resulting in initial familiarization and validation of all USAR/BOD assets in the Army
- Developed worldwide product tracking program, allowing ABS CDR to see how products are used and where to focus future training/assets
- Flawlessly maintained accountability of 6.2 million dollars of deployable commercial and tactical broadcast equipment
- Identified problems and solutions during assurance/acceptance testing of new broadcast vehicles, constantly improving safety
- Built unit physical security program in preparation for upcoming DA security inspection

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.
AMONG THE BEST: X | FULLY CAPABLE | MARGINAL

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.
First Sergeant
Network Sergeant Major
Public Affairs Sergeant Major

c. SENIOR RATER. Overall performance: 1 2 3 4 5 X (Marginal / Fully Capable / Among the Best)

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility: 1 2 3 4 5 X (Superior / Fully Capable / Marginal)

e. SENIOR RATER BULLET COMMENTS
- Challenge him now as a First Sergeant -- he will excel
- Promote now and select for Sergeants Major Academy
- Unlimited professionalism; outstanding leader, coach, and mentor
- Actively seeks positions of increased responsibility; extremely dedicated and mission focused

DA FORM 2166-8, OCT 2001

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100% | 1 of 2 | 8.47 x 11 in

Hot Key - F7

EVALUATION SUMMARY

GRD	BEGIN	END	TYPE		RVR	Rater E	Rater S	Rater NIS	Rater NIM	Rater POT	Rater VAL	Sr. Rater PERF	Sr. Rater POT	HT	WT		APFT	APFT DT
8	0208	0307	ANNUAL OPS NCO	S	C	3	2	0	0	1	Y	1	1	72	192	Y	PASS	OCT 02
8	0108	0207	CHANGE OF RATER STATION COMMANDER	S	C	2	3	0	0	1	Y	1	1	72	194	Y	PASS	APR 02
7	0104	0107	CHANGE OF RATER STATION COMMANDER	S	C	3	2	0	0	1	Y	1	1	73	183	Y	PASS	JUN 01
7	0006	0103	CHANGE OF RATER BROADCAST DETACHMENT COMMAN	S	C	2	3	0	0	1	Y	1	1	71	185	Y	PROF	APR 00
7	9906	0005	ANNUAL BROADCAST DETACHMENT COMMAN	S	C	2	3	0	0	2	Y	2	1	71	187	Y	PROF	MAR 00

Hot Key - F8

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
1				
3				
4				

Board ID:
SSN:
Name:
Panel / Block:
EXIT

SOLDIERS eFILE

- SOLDIER DATA
- ASSIGNMENTS
- EDUCATION
- AWDS / DECS / PHOTO
- FOREIGN LANGUAGE
- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
    - EDUCATION / TRAINING
    - MISCELLANEOUS
  - COMMENDATORY
    - AWARD CIT / LTRS
    - CERTIFICATES
    - AWARD ORDERS
    - MISCELLANEOUS

Expand Tree
** VOTE **
Submit Inquiry

ENLISTED RECORD BRIEF

BRIEF DATE | NAME | RANK - DOR: 1SG 19900501 | PMOS: 18Z | SSN | COMPONENT: REGULAR

SECTION I - Assignment Information

OS / Deployment Combat Duty

#S- 0
#L- 1

Start - End Date		CTRY	MO	TS	TT
01-JUN-2005	01-AUG-2005	AF	2	3	C
01-NOV-2004	01-MAR-2005	AF	4	3	C
01-JUL-2004	01-MAR-2005	IZ	8	G	C
01-OCT-2001	01-APR-2002	BK	6	4	O
01-MAR-1997	01-NOV-1997	BK	8	4	O
09-APR-1996	03-APR-1998	GM	24	1	L

	#	M
C	3	14
O	2	14
R	4	20
Total:		48

DWELL TIME
Start
Month - Days

DEROS
DROS 20020518

Date Dependents Arrived OS

PMOS 38B | SQI D P
SMOS 21B | POSI/YRMO
Bonus MOS | ASI
Bonus Enlist Elig Dt
Promotion Points/YRMO
Prev Promotion Points/YRMO
Pron Seq # | Pron Select Dt
Promotion MOS
ASVAB | Test # / Dt

GT		ELEC		FOOD		TECH
ADMIN		FA		COMMO		
CMBT		MECH		MAINT		

Delay Separation Reason
AER / Dt

Flag Code	Flag Start Dt	Flag Expiration Dt

SECTION II - Security Data

PSI Status | Fld Det PS Stat
PSI Invest INIT
PSI Invest Compl

SECTION V - Foreign Language

Language	Read	Listen	Speak

DLAB

SECTION VI - Military Education

MEL/MES BASIC NCO CRSE / GRADUATED

Course	Year
IND TERROR AWARENESS C	2005
CIVIL AFFAIRS	2004
BASIC NCO CRS (BNCOC)	2003
SUPERVISOR DEVEL PROG	2002
OCCUPTNL SAFTY & HLTH	2000
EO LEADERS	1999
AIRBORNE	1999
PR LDRSHP DEV CRS	1999
GERMAN CSC	1996

Correspondence Courses

Total # of Hours 999

SECTION III - Service Data

BASD 19951220 | PEBD | DESD
ETS | DIEMS | Reenl Elig/Prohib
#Days Lost | AGCM Dt | AGCM Elig Dt

	PVT	PV2	PFC	SPC - CPL
DOR			19960327	19960328
	SGT	SSG	SFC	MSG - 1SG
DOR	19990805	20020601		
DOR	SGM - CSM			

SECTION VII - Civilian Education

LEVEL COMPLETED 4 YRS HS YR 1992
DESG HIGH SCHOOL DIPLOMA
INSTITUTION YR
DISCIPLINE
INSTITUTION YR
DICSIPLINE
NUMBER OF SEMESTER HOURS COMPLETED 36

Technical Certification

Course Name	Dt Certified	Dt Expires

SECTION VIII - Awards and Decorations

Award	# Granted
BSM	1
ARCOM	1
AAM	5
JMUA	1
VUA	1
ASUA	1
AGCM	3
NDSM	2
AFEM	1
KOSCM	1
AFSM	1
NOPDR	2
ASR	1
OSR	1
NATOMDL	2

SECTION IV - Personal/Family Data

Date of Birth 19740108 | Birthplace
Country of Citz | Sex/Race
No of Dependent Adults/Children | Religion
Marital Status | Spouse Birthplace/Citz
PULHES 111111 | Height/Weight/Dt
EFMP Dt | #Cnd Sponsored
Physical Category | APFT Dt P/F
Last Physical Exam 20050420 | MMRB Results/Dt
Home of Record
Mailing Address
Mil Spouse SSN/MPC
Svc Comp / DoD
Emergency Date Verified Date

SECTION X - Remarks

WIV VRMO
RSNT AFL
DATE LAST PHOTO

SECTION IX - Assignment Info

Date of Loss | Date of Last PCS | Date of Last NCOER

ASGT	FROM	MO	UNIT NO	ORGANIZATION	STATION	LOC	COMD	DUTY TITLE	DMOS	ASI	LANG
Current	20050728		WE1AE0	0096CAE CO	FT BRAGG		SP	CIVIL AFFAIRS SGT	38B3P	00	FR
1st Prev	20040724	12	WE1AE0	0096CAE CO	FT BRAGG		SP	CONSTRUCTION FOREMAN	38B30	00	VV
2nd Prev	20030930	10	WGGOA0	0037ENEMGR CBT ABN	FT BRAGG		FC	SQUAD LEADER	21B3P	00	VV
3rd Prev	20010712	24	WAZ3B0	0027ENEMGR CBT AB	FT BRAGG		FC	SQUAD LEADER	12B2P	00	VV
4th Prev	20010522	2	WGGOC0	0037ENEMGR CBT A	FT BRAGG		FC	TEAM LEADER	12B2P	00	VV
5th Prev	20001024	7	WGGOC0	0037ENEMGR CBT A	FT BRAGG		FC	TEAM LEADER	12B2P	00	VV
6th Prev			WAZWA0	0005ENCO A CMBT CO	FT LEONAR		FC				
7th Prev	19960409	7	WAZWC0	0005ENCO C CMBT CO	FT LEONAR		FC			00	VV
8th Prev	19980831	10	WAAAB0	0082ENCO B CMBT AR	BAMBERG		E5		12B10	00	VV
9th Prev			WAAAC0	0082ENCO C CMBT AR	BAMBERG		E5				
10th Prev			WAT61A	HQ HHC CORPS REPL	HEIDELBER		E5				
11th Prev			W0U67A	RECEPTEE CO 120TH AG B	FT JACKSO		TC				
12th Prev											
13th Prev											
14th Prev											
15th Prev											
16th Prev											
17th Prev											
18th Prev											
19th Prev											
20th Prev											
21st Prev											
22nd Prev											
23rd Prev											
24th Prev											
25th Prev											

Hot Key - F7

EVALUATION SUMMARY

GRD	BEGIN	END	TYPE		RVR	Rater E	Rater S	Rater NIS	Rater NIM	Rater POT	Rater VAL	Sr. Rater PERF	Sr. Rater POT	HT	WT		APFT	APFT DT
8	0206	0305	ANNUAL SPECIAL FORCES TEAM SERGEANT	S	C	S	0	0	0	1	Y	1	1	72	185	Y	PASS	MAR 03
8	0106	0205	ANNUAL SFODA TEAM SERGEANT	S	C	S	0	0	0	1	Y	1	1	72	190	Y	PASS	MAY 02
8	0011	0105	CHANGE OF RATER SPECIAL FORCES DETCH OPER SGT	S	C	S	0	0	0	1	Y	1	1	72	190	Y	PASS	MAR 01
8	9911	0010	ANNUAL SPECIAL FORCES DETCH OPER SGT	S	C	S	0	0	0	1	Y	1	1	72	190	Y	PASS	OCT 00
8	9811	9910	ANNUAL SPECIAL FORCES DETCH OPER SGT	S	C	S	0	0	0	1	Y	1	1	72	190	Y	PASS	OCT 99

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
4				
2				
5				

OFFICIAL PHOTOGRAPH

- Photo represents the Soldier
- DAPMIS is the official repository
- Current photo - Regulation **requires** within last 5 years
- “AWOL” photo – sends a message to the Board

Board ID:
SSN:
Name:
Panel / Block:

EXIT

SSN | Name

Awards and Decorations

Date of Photo: 09-SEP-2003

Normal View

SOLDIERS eFILE

- SOLDIER DATA
- ASSIGNMENTS
- EDUCATION
- AWDS / DECS / PHOTO
- FOREIGN LANGUAGE
- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
      - 1059DA 25-SEP-98
      - 1059DA 07-MAR-97
      - 1059DA 17-NOV-93
      - 1059DA 26-APR-90
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      - CERT_CMP 07-MAR-9
      - CERT_CMP 02-AUG-96
      - CERT_CMP 16-JUN-95
      - CERT_CMP 06-DEC-94
      - CERT_CMP 17-NOV-93
      - CERT_CMP 26-OCT-93
      - CERT_CMP 13-MAY-8
      - TRNSCPTS 31-AUG-87
      - TRNSCPTS 31-AUG-85
      - TRNSCPTS 19-SEP-84
    - MISCELLANEOUS
  - COMMENDATORY
    - AWARD CIT / LTRS
      - CITATION 09-MAY-02

Collapse Tree

** VOTE **

Number Granted	Award / Decoration	
1	DMSM	DEF MERITORIOUS SVC MEDAL
1	MSM	MERITORIOUS SERVICE MEDAL
2	JSCM	JOINT SVC COMMENDATION MEDAL
3	ARCOM	US ARMY COMMENDATION MEDAL
1	JSAM	JOINT SVC ACHIEVEMENT MEDAL
3	AAM	US ARMY ACHIEVEMENT MEDAL
1	AFAM	USAF ACHIEVMT MEDAL
2	JMUA	JT MERITORIOUS UNIT AWD
1	ASUA	ARMY SUPERIOR UNIT AWD
1	CGMUC	USCG MERITOR UNIT COMM
4	AGCM	USA GOOD CONDUCT MDL
2	NDSM	NATIONAL DEF SVC MEDAL
4	AFEM	ARMED FCS EXP MDL
1	HSM	HUMANITARIAN SVC MDL
3	NOPDR	NCO PROF DEV RBN

Submit Inquiry

** YOU ARE THE 1ST VOTER TO REVIEW THIS RECORD **

Hot Key - F7

EVALUATION SUMMARY

GRD	BEGIN	END	TYPE		RVR	Rater E	Rater S	Rater NIS	Rater NIM	Rater POT	Rater VAL	Sr. Rater PERF	Sr. Rater POT	HT	WT		APFT	APFT DT
8	0208	0307	ANNUAL OPS NCO	S	C	3	2	0	0	1	Y	1	1	72	192	Y	PASS	OCT 02
8	0108	0207	CHANGE OF RATER STATION COMMANDER	S	C	2	3	0	0	1	Y	1	1	72	194	Y	PASS	APR 02
7	0104	0107	CHANGE OF RATER STATION COMMANDER	S	C	3	2	0	0	1	Y	1	1	73	183	Y	PASS	JUN 01
7	0006	0103	CHANGE OF RATER BROADCAST DETACHMENT COMMA	S	C	2	3	0	0	1	Y	1	1	71	185	Y	PROF	APR 00
7	9906	0005	ANNUAL BROADCAST DETACHMENT COMMA	S	C	2	3	0	0	2	Y	2	1	71	187	Y	PROF	MAR 00

Hot Key - F8

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
1				
3				
4				

Board ID:
SSN:
Name:
Panel / Block:

EXIT

SSN

Name

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      - 1059DA 26-APR-90
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Collapse Tree

** VOTE **

Awards and Decorations

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2	JMUA	JT MERITORIOUS UNIT AWD
1	ASUA	ARMY SUPERIOR UNIT AWD
1	CGMUC	USCG MERITOR UNIT COMM
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4	AFEM	ARMED FCS EXP MDL
1	HSM	HUMANITARIAN SVC MDL
3	NOPDR	NCO PROF DEV RBN

Date of Photo
09-SEP-2003

Normal View

Submit Inquiry

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Hot Key - F7

EVALUATION SUMMARY

GRD	BEGIN	END	TYPE		RVR	Rater E	Rater S	Rater NIS	Rater NIM	Rater POT	Rater VAL	Sr. Rater PERF	Sr. Rater POT	HT	WT		APFT	APFT DT
8	0208	0307	ANNUAL OPS NCO	S	C	3	2	0	0	1	Y	1	1	72	192	Y	PASS	OCT 02
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7	0104	0107	CHANGE OF RATER STATION COMMANDER	S	C	3	2	0	0	1	Y	1	1	73	183	Y	PASS	JUN 01
7	0006	0103	CHANGE OF RATER BROADCAST DETACHMENT COMMAN	S	C	2	3	0	0	1	Y	1	1	71	185	Y	PROF	APR 00
7	9906	0005	ANNUAL BROADCAST DETACHMENT COMMAN	S	C	2	3	0	0	2	Y	2	1	71	187	Y	PROF	MAR 00

Hot Key - F8

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
1				
3				
4				

Board ID:
SSN:
Name:
Panel / Block:

EXIT

SSN Name

Awards and Decorations

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Collapse Tree

** VOTE **

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09-SEP-2003

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Hot Key - F8

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
1				
3				
4				

Board ID:
SSN:
Name:
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EXIT

SSN
Name

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- EDUCATION
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- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
      - 1059DA 17-FEB-00
      - 21667DA 30-APR-91
      - 21667DA 31-JUL-90
      - 21667DA 28-FEB-90
      - 21667DA 30-NOV-89
      - 1059DA 09-NOV-89
      - 21667DA 31-JAN-89
      - 1059DA 03-AUG-88
    - EDUCATION / TRAINING
      - CERT_CMP 12-SEP-03
      - TRNSCPTS 31-AUG-03
      - CERT_CMP 09-APR-99
      - CERT_CMP 27-MAR-9
      - CERT_CMP 02-OCT-98
      - CRS_COMP 15-OCT-9
      - CERT_CMP 29-JUL-96
      - CRS_COMP 05-APR-94
      - CERT_CMP 04-MAR-9
      - CERT_CMP 09-NOV-89
      - CERT_CMP 10-AUG-88

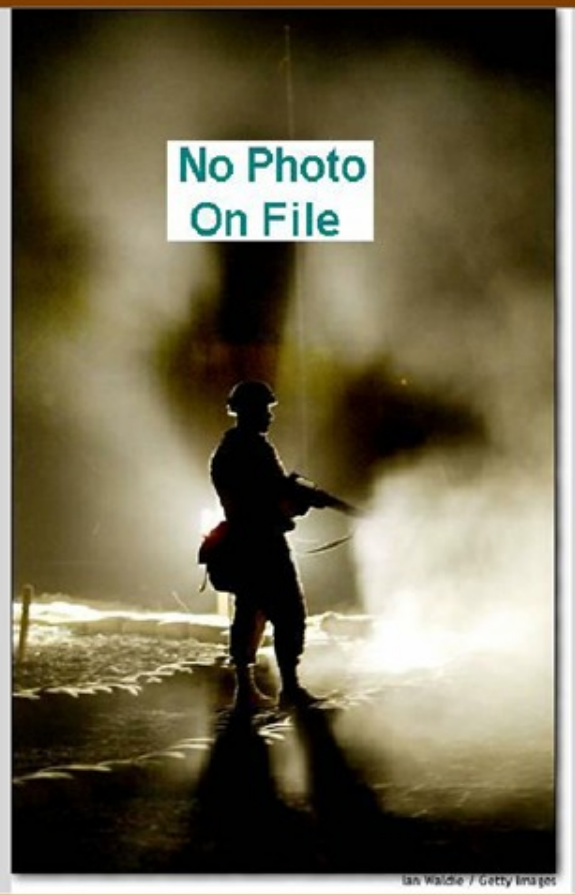
Collapse Tree

** VOTE **

Submit Inquiry

Awards and Decorations

Number Granted	Award / Decoration	
5	ARCOM	US ARMY COMMENDATION MEDAL
3	AAM	US ARMY ACHIEVEMENT MEDAL
6	AGCM	USA GOOD CONDUCT MDL
2	NDSM	NATIONAL DEF SVC MEDAL
3	SWABS	SW ASIA SM BSS
3	NOPDR	NCO PROF DEV RBN
2	OSR	USA OS SVC RBN
1	EXPFLDMB	EXPERT FIELD MEDICAL BADGE



Date of Photo

Normal View

Hot Key - F7

EVALUATION SUMMARY

GRD	BEGIN	END	TYPE		RVR	Rater E	S	NIS	NIM	POT	VAL	Sr. Rater PERF	POT	HT	WT		APFT	APFT DT
7	0207	0306	ANNUAL	SECTION NCOIC-ICNSMCHS	C	4	1	0	0	1	Y	1	1	62	151	Y	PROF	MAR 03
7	0112	0206	CHANGE OF RATER	NCOIC EMERGENCY ROOM	C	4	1	0	0	1	Y	1	1	62	152	Y	PASS	APR 02
7	0012	0111	ANNUAL	NCOIC EMERGENCY ROOM	C	3	2	0	0	1	Y	1	1	62	155	Y	PASS	MAY 01
7	0004	0011	CHANGE OF RATER	NCOIC EMERGENCY ROOM	C	3	2	0	0	1	Y	1	1	62	147	Y	PASS	NOV 00
6	9904	0003	ANNUAL	INSTR	C	3	2	0	0	1	Y	1	1	62	148	Y	PASS	OCT 99

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
1	AL	M	N	B
2	R	R	A	S
3	X	X	X	X

MEMORANDUMS TO BOARD PRESIDENT

DO

- Be brief, concise and factual
- Use memorandum format (AR 25-50)
- Provide info not on OMPF
- Address the Board President
- Include SSN
- Sign memo

DON'T

- Address info already in record
- Use as an avenue to express grievances
- Justify past misconduct
- Boast about yourself
- Enclose extraneous documents
- Forget to sign

COMMON DISCREPANCIES

- No photo
- Missing NCOER
- Height and Weight
- Blank or incorrect PMOS/SMOS/DOR/ BASD
- **P3** profile **w/no** MMRB **results** annotated on ERB
- Inconsistent profiles
- Blank/incorrect MIL/CIV Ed entries
- Unauthorized badges, tabs, awards and decorations
- No consistency between photo, ERB and OMPF

INQUIRIES

- Requested by board member when a discrepancy is found in the record
- Inquiry team requests pertinent information from the field
- Turn-around time is 24 to 48 hours
- Used only when information **could impact** vote scores

RESTRICTED INFORMATION REQUESTS

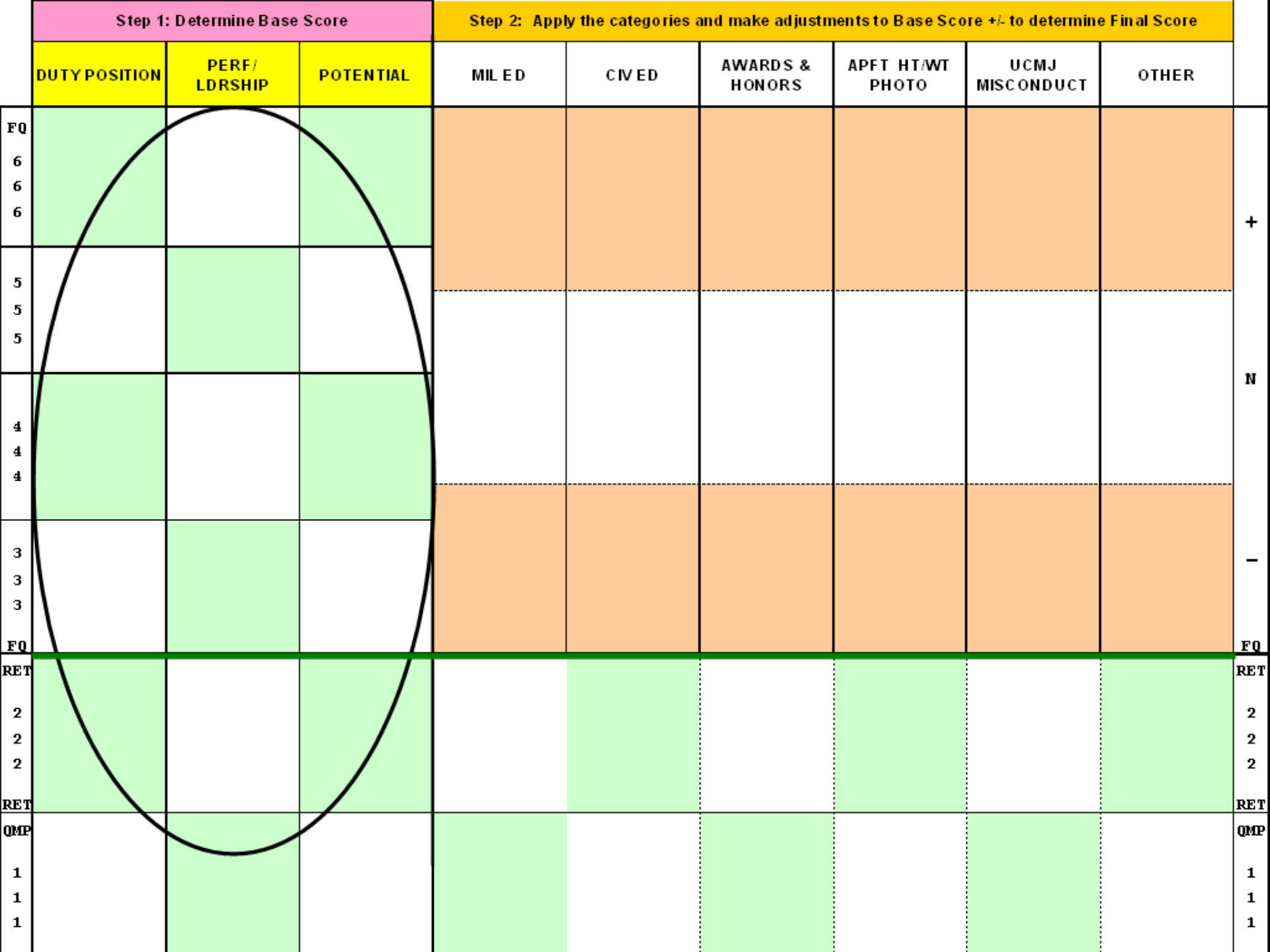
- Based on contents of the Performance Data in the OMPF
- Personally submitted to the Board Recorder for research
- Board President reviews information and can veto request w/o further action
- DMPM is final approval authority for release of information to the board

VOTING SYSTEM

SCORE	PERFORMANCE	RESULT
6 +/-	Exceptional	Select Now
5 +/-	Excellent	Definitely Select
4 +/-	Strong	Should Select
FQ 3 +/-	Successful	Select if Room
2 +/-	Acceptable	Retain in Grade
1 +/-	Substandard	QMP Referral

PANEL TRAINING

- Develop panel standards
  - Performance, potential, duty position
  - Military/Civilian education
  - Height, weight & APFT
  - Commendatory and disciplinary
  - CMF/MOS specifics
- Practice vote and refine standards
- Obtain Board President's approval


Step 1: Determine Base Score
Step 2: Apply the categories and make adjustments to Base Score +/- to determine Final Score
DUTY POSITION
PERF/ LDRSHIP
POTENTIAL
MIL ED
CIV ED
AWARDS & HONORS
APFT HT/WT PHOTO
UCMJ MISCONDUCT
OTHER
FQ
6
6
6
5
5
5
4
4
4
3
3
3
FQ
RET
2
2
2
RET
QMP
1
1
1
+
N
–
FQ
RET
2
2
2
RET
QMP
1
1
1

VOTE SCORE CONVERSION

RAW SCORE		ABSOLUTE VALUE	RAW SCORE		ABSOLUTE VALUE
6+	=	18	3+	=	9
6	=	17	3	=	8
6-	=	16	3-	=	7
5+	=	15	2+	=	6
5	=	14	2	=	5
5-	=	13	2-	=	4
4+	=	12	1+	=	3
4	=	11	1	=	2
4-	=	10	1-	=	1

FQ

CONVERTED SCORE DEVIATIONS

- Converted score deviation of 6 or more points { 4 (11pts) to 6 (17pts) thus 17-11=6 }
- Brought to attention of Panel Chief
- Voters determine what caused deviation and adjust score(s)
- Must resolve to a minimum 5-point deviation

VERIFICATION ROSTERS

- Based on OML Selects
- Confirmed by Panel Chief
- Used to verify final select rosters

CONCLUDING BOARD ACTIONS

- Certify board results
- Finalize CMF review & analysis (R&A)
- Finalize board AARs
- Conduct pre-briefing and debriefing
- Conduct out-briefing with DMPM
- Recess -- Adjournment

AFTER THE BOARD

- Recorder attests results
- Forward results to DMPM and Promotions Branch
- G-1 approves results
- Final results released Army-wide

CHAIN OF COMMAND's ROLE

- Assign NCOs in PMOS
- Counsel / Mentor for Success - conduct routine counseling to standard
- Reinforce that *Performance* in any Grade / Position is key to promotion
- Educate ALL Officers, NCOs, and civilian raters
- CSM/SGM review all NCOERs

NCO's ROLE

- Review **OMPF** & **ERB** annually and prior to every board
- Take photograph every 5 years
- Submit memorandum to the Board President only if you have **significant information** not already in your file
- Selection process relies on accuracy of information contained in your OMPF

NCO's ROLE

- All documents must portray an accurate profile of your performance and potential
- Accuracy of information **may be** the discriminating factor on whether or not a board selects you for promotion
- Prepare your records with the same attention to detail as you would if you were preparing to appear in person

JUST OUR RECOMMENDATIONS…

- The NCO-ER is without question the *most important* tool board members use to judge your file
- "Excellence" block checks need excellent bullets; *Substantiate with facts - not fluff!*
- Take your DA photo within a year of the board's convene date
- Diversity in assignments is important; seek out the "tough" jobs
- Tough assignments + solid ratings = a strong file

QUESTIONS